



FOR IMMEDIATE RELEASE
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FACT SHEET

CITY POLICE PAY AND BENEFITS STUDY SHOWS SDPD OFFICERS AT BOTTOM OF “TAKE HOME” PAY COMPARISON

MAYOR PLEDGES TO STEM THE LOSS OF OFFICERS AT NEGOTIATING TABLE IN A RESPONSIBLE WAY FOR THE TAXPAYERS ***San Diego 4th Safest Large City in U.S.***

In recognition of the San Diego Police Department's (SDPD) problems with recruiting and retaining officers, earlier this year, Mayor Jerry Sanders commissioned the first ever independent and comprehensive pay and benefits comparison survey for a collective bargaining unit. In conjunction with the San Diego Police Officers Association (POA), the City is releasing the results of that study today.

- The study, conducted by Buck Consultants, shows that while some of San Diego's salary and benefits for police officers are on par with other law enforcement agencies, the cost of healthcare, particularly to those providing family coverage, in conjunction with employee pension contributions results in San Diego police officers' take home pay falling in the bottom quartile of the survey group.
- The study compares how the City's base salary, health and welfare and pension benefits compare with other competing municipalities. All become factors in an officer's take home pay. The survey results reflect that take home pay is as follows for the following classifications:

Police Recruit	0 percentile*
Police Officer II and Sergeant	6 th percentile*
Lieutenant	17 th percentile*

* On a scale of 100/higher the percentile the better

- The SDPD faces a staffing shortage due to a number of factors: some officers have retired, others have faced mandatory retirement after participating in the City's DROP program and many have left for higher paying jobs in other parts of Southern California.

- San Diego is not alone in facing police recruitment and retention challenges. Virtually every large city in the country faces similar challenges. Nationally, there are more positions open than qualified candidates.
- This has created a simple case of supply and demand. There is a greater demand for officers than there is supply. In such cases, compensation oftentimes becomes a determining criteria.
- Because of the City's financial problems, the City has been unable to keep pace with the pay and benefits that competing police departments or law enforcement agencies have offered. Some officers have left as a result.
- In order to stem the tide of losing officers and to also recruit qualified officers, the Mayor believes that SDPD officers should be compensated fairly. It is a simple case of supply and demand. As a result, the Mayor has promised to correct total take home pay deficiencies and get to a competitive level when the City sits down at the negotiating table with the POA, beginning in January.
- The Mayor will not discuss any specifics that will be the subject of negotiations. He firmly believes that any agreement arrived at must be fair and reasonable for the taxpayer and reflective of the City's harsh fiscal realities.

SAN DIEGO REMAINS ONE OF THE SAFEST CITIES IN THE U.S.

San Diego remains the 4th safest large city in America and crime is down by 2.3% for the first 10 months of the year when compared to the same period last year.

These impressive statistics are thanks to the hard work of the dedicated members of the SDPD and the power of the strong community partnerships they have forged.

CITY AND POA REACH AGREEMENT ON COMP TIME AND NEW CLASSIFICATIONS

Meanwhile, the Mayor has directed the SDPD to reach agreement with the police union on a number of issues important to the City's recruitment and retention efforts.

The SDPD and the POA have been in active discussions for several months working to reinstate SDPD's Comp Time program which was discontinued when contracted negotiations ended in impasse last spring. The City and the POA have reached a mutually acceptable agreement on a Comp Time Program that allows officers flexibility in taking previously earned time off.

- The agreement calls for an initial term of 18 months with significant restrictions on when a patrol officer can use a comp time day based on staffing levels. This 18 month period will allow the Department a chance to increase staffing above current levels. This initial agreement will go into effect on January 1, 2007 and sunset on July 1, 2008.

- After the initial 18 month period, the program will allow officers the ability to take time off on any day they request so long as it is done seven calendar days in advance of the request and 30 calendar days in advance of a major holiday. However, the Police Chief may at anytime determine that all overtime will be for pay only if circumstances dictate. The agreement will be in place for three years after the initial program sunsets on July 1, 2008.
- Both the POA and the Department agree to meet whenever circumstances arise that create safety concerns with respect to staffing levels.
- In addition, the POA and the Department has agreed to jointly submit a proposal to the Civil Service Commission to create the new classifications of Police Officer III and Detective. Previously, “Detective” was a special assignment – not a formal classification. Discussions are taking place to finalize the joint proposal.

NEGOTIATING TIMEFRAMES WITH SAN DIEGO POLICE OFFICERS ASSOCIATION

The City will propose that negotiations begin the week of January 15. The City expects to exchange non-economic items with the police union the week of January 8.

Negotiations will need to conclude the first week in April so that any agreement can be inserted into the Mayor’s budget proposal which will be announced April 13, 2007.

ACTIVE NUMBER OF SWORN PERSONNEL

As of December 19, 2006, there are 1,895 active sworn personnel. Of those, 153 are on some kind of leave for a total of available sworn personnel of 1,742. The Department is budgeted for 2,089 officers.



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CITY MAKING SIGNIFICANT PROGRESS ON MAYOR'S POLICE RECRUITMENT AND RETENTION PLAN

The Mayor's Recruitment and Retention Plan included 6 specific recommendations. Below is the progress being made on each of the recommendations.

Recommendation 1: Hire a Recruiting Consultant to develop a competitive recruiting program.

One of the major components of the Recruitment and Retention program for the San Diego Police Department will be completed during the initial weeks of 2007. A recruiting consultant will be selected and hired to develop a sophisticated, professional, cutting edge recruiting program. As of today, six proposals have been accepted and are currently being reviewed by the Technical Evaluation Committee. The evaluation committee will make their final recommendation to City Purchasing after January 2, 2007.

Recommendation 2: Pay for all required equipment and uniforms for incoming recruits and lateral officers at the start of the Academy.

A draft memorandum seeking approval of this program is already working through the chain of command within the Police Department. The memorandum is seeking \$500.00 per each recruit and lateral officer to obtain needed equipment. The \$500.00 was obtained by contacting other agencies within the County to determine their equipment list. In addition, we contacted various uniform vendors within the County obtaining current market prices. The Department anticipates having this program in place prior to the April 2007 Academy.

Recommendation 3: Maximize the SDPD's current recruiting system.

The following changes have occurred within the Background and Recruiting Unit to meet this recommendation:

- A captain and lieutenant have been assigned to the unit to lead and manage operations.

- The creation of a second Background Investigative Team. Ten Detectives are now assigned to the Background Unit. The detectives are supervised by two sergeants, two teams of five. This meets the mandate of completing a background investigation within 60 to 80 days versus the six to 18 months. New detectives were added to the unit with experience in handling a large caseload.
- The Department hired a new Recruiting Sergeant who is solely responsible for recruiting.
- Two additional recruiters added to the unit, increasing the recruiting unit to six officers. The diversity of the team reflects the cultural diversity of the community.
- Now testing three times per month versus only once. To be competitive, we needed the schedule of tests to reflect that of a potential applicant. Tests are now offered on a Wednesday evening, Friday and Saturday.
- Revamped print advertising to highlight opportunities and the positives of the San Diego Police Department. The advertising includes testing dates, times and locations.
- Standardized the monthly recruiting seminars to be held the 3rd Monday of the month. Presenting a consistent schedule helped future applicants plan accordingly so they can attend the seminar.
- Worked with City Personnel to set the minimum age to take the written test at 20 years of age. Recruits must be 20 ½ years of age at the beginning of the Academy. For some reason, this age limit was also used for testing purposes. Now an applicant can take the test at age 20 and by the time their background is complete or the Academy begins, they will meet the 20 ½ year old age requirement. This allows our current Cadets who have been working with this Department for several years to now take the test.
- Deleted duplicate information from the Pre-Investigative Questionnaire to reduce the time of completion from 4 hours to 2 hours.
- Eliminated the 2nd Physical Agilities Test requirement for hired applicants. Instead of conducting a second PAT, the recruiting unit is now conducting physical fitness mentoring to ready a hired applicant for Academy life.
- Working with City Personnel to revamp the written test. Currently we have a 150 question test. It takes approximately five hours to complete the test, including instructions. Other Agencies, including the Los Angeles Police Department, possess a much shorter test, 50-100 questions. We anticipate developing a test containing 75 questions with a total test time of approximately 2.5 hours. The new test will be consistent with POST job dimensions and qualifications.
- Met with the Downtown San Diego Partnership to develop a real estate program for police officers. We are identifying lenders and property managers willing to work with

applicants to help them purchase or rent property. This will assist our out of state applicants as they move to San Diego.

- We shifted our recruitment efforts to local community events that draw a large diverse audience. This includes community fairs, athletic events, marathons, football games, baseball games, college fairs and military events. We will continue to attend job fairs but we will be selective in the ones we attend. Our focus is to reach potential applicants in a non-traditional manner where the San Diego Police Department is the only law enforcement recruiter in attendance.
- We have gained access to all local Military Bases through the Fleet and Family Centers. We are now visiting the following bases on a weekly basis to distribute hiring information: 32nd Street Naval Base, MCRD, North Island Naval Station, Point Loma Submarine Base, Miramar Marine Corps Air Station, Coast Guard and Camp Pendleton. We also visit 29 Palms once a month. As part of our military program, we now have access to Camp Pendleton's monthly re-enlistment meetings. We provide presentations to 50-100 people each month who do not plan to re-enlist in the military. We also advertise our testing dates at the Camp Pendleton movie theatre. The ad is displayed on the movie screen prior to each movie.
- RSVP's target specific communities and distribute recruitment flyers prior to each test date.
- We are visiting and developing working relationships with all 18 Criminal Justice Programs in San Diego County. Recruiters are visiting the programs on a weekly basis and disseminating department information and test dates.
- We expanded our website advertising by linking with other law enforcement related web sites. The new sites list information about the San Diego Police Department and provide a link to our City website. We are now working with local colleges and universities to add our advertising to their websites.

Recommendation 4: Immediate Job Offers.

Once an applicant has successfully completed their initial written test, physical abilities test, Personal Information Questionnaire, Personal History Statement, Polygraph Examination and the Appointing Authority Interview, they receive a conditional job offer. The final job offer is contingent upon successful completion of a psychological and medical examination. With the background investigative process reduced to approximately 60-80 days, there is no need to offer any other type of job offer. Our process is now consistent with other agencies and is applicable to current legal standards.

We still are having difficulty working through the current medical system. Our only delay in processing an applicant is the completion of the medical examination. This process can take approximately 10 to 60 days to complete. With some applicants, it may take up to five to six

months to complete. This is unacceptable and we are working with the current provider to develop a better system.

Recommendation 5: Out-of-State Transfers

The necessary paperwork to fairly compensate an out-of-state transfer has been approved through the Department's Chain of Command. A law enforcement officer from another State will need to attend the Police Academy to obtain a POST certificate. This is required by the State of California. We will offer salary compensation that recognizes the experience this officer brings to our Department. Out-of-State laterals will be offered either a PO-1 or PO-II salary compensation based on their level of experience. Details of the program still need to be confirmed by the Civil Service Commission.

Recommendation 6: Internal Task Force regarding Retention Issues.

The work of this task force will begin in January 2007. The task force will include the following personnel; Executive Assistant Chief William Maheu, Department Director of Organizational Effectiveness Marta Williams; Human Resources Commanding Officer Robert Kanaski, a Police Lieutenant, Police Sergeant, Police Officer II, and a representative from the civilian employee ranks. More information regarding this task force will be forthcoming.

Current Staffing Levels

As of December 20, 2006, we have 40 applicants scheduled for the January 22, 2007 Academy. Of the 40 applicants, 17 have completed their medical examinations. We are working with US Healthworks to complete the remainder medical examinations prior to the commencement of the January Academy. In addition to the 40 possible recruits, we also hired 4 lateral employees. Three of the lateral employees will begin employment on January 22, 2006. One lateral will start on December 21, 2006.

We have three test dates scheduled for January 2007 that will lead to the April Academy. Our intention is to have 40-50 recruits in the next Academy.